COLCHESTER BOARD OF EDUCATION
Colchester, CT

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

March 10, 2021 ~ **5:00 PM**
Virtual Meeting via BoardDocs and Zoom

MINUTES

MEMBERS PRESENT: Chair Joanne Rose, Jessica Morozowich, Amy Domeika
ADMINISTRATION PRESENT: Director of Pupil Services & Special Education Kathleen Perry
OTHERS PRESENT: BOE Chair Mary Tomasi, CES Teacher Katie Kehoegreen

1. CALL TO ORDER
   Chair J. Rose called the meeting to order at 5:18PM.

2. *ADDITIONS TO AGENDA
   None.

3. PUBLIC COMMENT
   None.

4. *APPROVAL OF MINUTES
   4.1 *Approval of Minutes from February 24, 2021 Meeting
   Motion by: A. Domeika
   To approve the minutes of the February 24, 2021 DEI Committee Meeting
   Second by: J. Morozowich
   Vote: Unanimous
   Roll call: A. Domeika, J. Morozowich, J. Rose

5. *PRIORITY DISCUSSION/ACTION ITEMS
   5.1 *Discussion of Training
   Chair Rose shared that the Committee has $5,650 budgeted for training. The Committee reviewed a proposal from the National Conference for Community & Justice on the ways in which the training programs provided by NCCJ can inform and facilitate the diversity, equity, and inclusion work of the Board. Priorities for training were discussed.
   Motion by: J. Morozowich
   For the Committee to enter into an agreement NCCJ for the purpose of scheduling 4-5 trainings with NCCJ before June 30th:
   - "Foundational Work"
   - "White Privilege - Does Being White Make a Difference?"
   - "Microaggressions and Skill Building"
   - "Courageous Conversations" and

- "Do you know the Language Around Gender?"

Second by: A. Domeika
Vote: Unanimous
Roll call: A. Domeika, J. Morozowich, J. Rose

5.2 *Review of Definitions, Mission Statement & Goal Development
The Committee reviewed several documents on definitions, mission statement, and goal development.
Motion by: A. Domeika
To establish a subcommittee to work on draft goals to bring back to the larger committee for review.
Second by: J. Morozowith
Vote: Unanimous
Roll call: A. Domeika, J. Morozowich, J. Rose

5.3 Discussion on Inviting Guests and Diversifying Input
The Committee discussed that inviting guests and diversifying input will be a priority once initial training and goal development are established. This agenda item will be addressed at a later date.

5.4 Communication Goals
The Committee discussed establishing a media presence about DEI work that is happening in districts across the state. Newspaper articles, community conversations, use of social media, and sharing the work of the Committee with the First Selectman were discussed. The goal is for the community to understand that this work is being done.

6. REPORTS
   6.1 Committee Update
   A survey will be sent shortly to all staff and M&J bus employees; focus groups are planned for the near future.
   6.2 Training
   6.3 Curriculum
   6.4 Hiring

7. OLD BUSINESS
   7.1 Discussion on Training Material
   7.2 Recommendations for Future Training Materials
   In future meetings, the Committee will share good resources and training materials at this time.

8. NEW BUSINESS
   None.

9. ESTABLISH NEXT MEETING PRIORITIES
   1. Review draft goals
   2. Discuss NCCJ proposal

10. PUBLIC COMMENT
None.

11. ADJOURNMENT
The meeting adjourned at 6:30PM.